

ADMINISTRATIVE - INTERNAL USE ONLY

DIPLOMA

FBIS-1664/85

23 September 1985

MEMORANDUM FOR: Chief, Position Management and Compensation
Division, OP/DDA

ATTENTION: Chief, DS&T Branch, PMCD

THROUGH: Director, Foreign Broadcast Information Service

FROM: [REDACTED]
Chief, Personnel and Training Branch, FBIS

SUBJECT: Request for Nonstaff Impact Allocation - Position HK897
[REDACTED]

1. This memorandum requests that nonstaff position HK897, Operations Group, Amman Bureau, be designated an impact allocation position at the FBN-10 level on FBIS Jordan Bureau's nonstaff table of organization.

2. [REDACTED] evaluations over the past years clearly demonstrate that he is performing at a level significantly exceeding the requirements of an FBN-09 technician position, as do two Quality Step Increases and an Exceptional Achievement Award. Although [REDACTED] job description and grade place him at the technician level, he has, on a number of occasions, carried out projects on his own initiative which normally would be expected to require the supervision and assistance of a U.S. Staff regional engineer. One such project was the design, modification, testing, and installation of equipment to effect a highly complex major circuit upgrade at Amman Bureau. Another was his construction and installation of a dual-input selector on the bureau's ponyline circuit to GJ consumers. He also did a superior job in assisting in recruiting and evaluating a candidate for an assistant technician position and in training this assistant to perform all maintenance functions in the bureau with the same spirit of excellence which characterizes [REDACTED] own work. Not only did [REDACTED] perform all of the above special projects without assistance from a visiting regional staff engineer, but his excellent management of the bureau's technical plant on a day-to-day basis has allowed the region's U.S. staff engineer, stationed in Cyprus, to cut his visits to Jordan to a minimum and thus concentrate on technical problems at his own bureau and other FBIS bureaus in the region. Considering the number of technical problems commonly encountered in FBIS Middle East bureaus and the fact that Jordan Bureau is the only area bureau without an American staff engineer, [REDACTED] is indeed a very rare and valuable commodity.

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3. Another area where [] is expanding on the normal requirements of the job is bureau modernization and computerization. With the introduction of personal computers at Amman Bureau, there was high concern over the absence in Amman of qualified service representatives. [] on his own initiative, studied computer maintenance and programming. He has, in effect, become the IBM service representative not only for the bureau, but for many private companies in Amman. [] like the majority of Jordanians, holds down a second job; his is with the company which holds the maintenance contract for the newly authorized IBM distributorship in Amman. The expertise [] has and will gain from this second job, as well as from his own private studies and initiatives, make him an invaluable asset to the bureau in Amman as well to the modernization efforts of other FBIS regional bureaus, some of which have little professional maintenance support for their computers.

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4. If further proof of [] unique value is needed, he has received two solid job offers over the past year which would double his current salary as well as bring him other benefits he does not now receive as a local-hire employee at Amman Bureau. Thanks to his interest in his work and loyalty to FBIS, he has chosen to remain with us, at least for the present.

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5. With a major relocation of the bureau planned for the coming year, [] will be tasked with even more demanding responsibilities over and above the key job elements of an FBN-09 technician. His past performance is solid proof that he will be able to handle this challenge. To ensure a smooth bureau move, it is vital that his services be retained. His knowledge of the bureau technical plant, his expertise, his excellent attitude, and his extensive local contacts in Amman make him virtually irreplaceable.

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6. In sum, we request that [] position be designated as an impact allocation position on Jordan Bureau's FBN staffing complement on the grounds that [] has brought to the job unique talents and expertise, also recognized by major private companies in the area, that would be impossible to replace through local recruiting efforts. Because of these special talents, [] is fully carrying out the role of a staff electrical technician, as has been proved by the minimum amount of time the regional engineer in Cyprus has had to devote to Jordan Bureau compared to other bureaus in the area, bureaus which are staffed with GS-12 staff technicians or engineers, and the excellent reports Jordan Bureau's technical plant has received after each inspection visit.

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[Redacted]

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CONCUR:

[Redacted]

25 SEP 1985

Director, Foreign Broadcast Information Service

Date

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DDS&T/FBIS/P&TB [Redacted] (16Sept85)

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